



Mr Samuel Borries, On-Scene Coordinator
USEPA Region 5
77 W. Jackson Blvd. (SE-5J)
Chicago, IL 60604

Subject
Subcontractor
Plainwell Time Critical Removal Action (TCRA)
Allied Paper, Inc./Portage Creek/Kalamazoo River Superfund Site

Dear Sam:

As outlined in Paragraph 11 of the 2007 Administrative Settlement Agreement and Order on Consent for Removal Action for the Allied Paper, Inc./Portage Creek/Kalamazoo River Superfund Site, this letter presents the qualifications for JFNew. They will provide restoration and planting services.

Please contact me if you have any questions.

Sincerely,

ARCADIS of New York, Inc.

Stephen Garbaciak Jr., P.E.
Principal Engineer/Vice President

Attachment

Copies

James Saric, United States Environmental Protection Agency
Paul Bucholtz, Michigan Department of Environmental Quality
Sharon Hanshue, Michigan Department of Natural Resources
Bonnie Allyn Barnett, Esq., Drinker Biddle & Reath LLP
Steven Cook, Esq., Millennium Holdings LLC
J Michael Davis, Esq., Georgia-Pacific Corporation
Mellonie Fleming, Esq., Georgia-Pacific Corporation
Paul Montney, P.E., Georgia-Pacific Corporation
Mark Brown, Ph.D., Georgia-Pacific Corporation
Mark Tapp, Millennium Holdings LLC

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30 West Monroe
Suite 1710
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Illinois 60603
Tel 312 332 4937
Fax 312 332 4434
www.arcadis-us.com

INDUSTRIAL

Date
August 7, 2007

Contact
Steve Garbaciak

Phone
312.332.4937 x12

Email
steve.garbaciak@
arcadis-us.com

Our ref
B0064530 #2

US EPA RECORDS CENTER REGION 5



406994

Request for Proposal

Site Restoration

Former Plainwell Impoundment Time-Critical Removal Action



July 20, 2007

Professional Qualifications



Name and Address:

JFNew and Associates, Inc. (JFNew) has been providing environmental consulting services throughout the Midwest and United States for over 18 years. Established in 1989, the firm's headquarters are located in Walkerton, Indiana. Six additional JFNew offices have also been established throughout the Midwest, including those in Grand Haven and Ann Arbor, Michigan; Indianapolis, Indiana; Chicago, Illinois; Cincinnati, Ohio; and Madison, Wisconsin. The primary point of contact for this project will be Brian Majka out of the Western Michigan office.

JFNew – Western Michigan office

11181 Marwill Avenue

West Olive, MI 49460

(616) 847-1680

(616) 847-9970 fax

Brian Majka, Unit Manager – Restoration Services

bmajka@jfnew.com

JFNew – Eastern Michigan office

605 S. Main, Suite 1

Ann Arbor, MI 48104

(734) 222-9690

(734) 222-9695 fax

Scott Dierks, Office Manager

sdierks@jfnew.com

Form in which we do business, and status:

JFNew is a privately held Sub-chapter S corporation incorporated in the state of Indiana.

Regional locations, number of employees in each:

JFNew operates seven regional offices and the largest native plant nursery in the Midwest from our corporate headquarters in Walkerton, Indiana. Specifics are as follows:

- **Northern Indiana Office (Corporate HQ):** Walkerton, IN, 32 total employees, 16 design/construction
- **Native Plant Nursery:** Walkerton, IN, 20 total employees, 2 design/construction
- **Central Indiana Office:** Indianapolis, IN, 19 total employees, 12 design/construction
- **Wisconsin Office:** Madison, WI, 4 total employees, 1 design/construction
- **Western Michigan Office:** Grand Haven, MI, 15 total employees, 10 design/construction
- **Eastern Michigan Office:** Ann Arbor, MI, 3 total employees, 3 design/construction
- **Chicago Office:** Monee, IL, 10 total employees, 6 design/construction
- **Ohio Office:** West Chester, OH, 3 total employees, 3 design/construction

At this time the JFNew Team includes 106 full-time employees. In addition, we typically add at least 20 seasonal employees for at least eight months of the year.

Key Personnel



JFNew has a team of experienced professionals to lead our efforts. This highly skilled group has diverse technical experience in the fields of environmental science, wetland science, aquatic & wildlife biology, botany, ornithology, habitat restoration, and native plants.

To provide the highest quality of service and communication, JFNew will assign a Senior Project Manager as the primary point of contact for all correspondence and contracts. This individual will serve as the JFNew point person for all activities leading to an efficient streamlined communication channel. Project Managers as secondary contacts will be assigned as appropriate to the logistics of the project location to best address local regulatory differences. Key Personnel and their capabilities are listed within the following table. In addition to these individuals, JFNew has a full support staff at each of our seven offices to ensure projects are completed on time. Our 106(+) member team is positioned to respond to project needs quickly and efficiently. For projects within the Midwest, JFNew's staff can be deployed from any of our seven office locations as necessary to meet specific project needs.

<i>Key Personnel</i>	<i>Area of Competency/Skill</i>	<i>Current Office Location</i>
Brian Majka <i>Restoration Ecologist</i>	Restoration design, oversight and monitoring, development of water quality BMPs and mitigation measures, evaluation of project alternatives	Grand Haven, MI
Scott Dierks, P E <i>Water Resource Engineer</i>	Management of engineering services of the design team on water resource engineering, wetland and aquatic ecosystem restoration Certified Technical Service Provider (TSP) for Wetlands (Interdisciplinary) Engineering Components, number TSP-06-5399	Ann Arbor, MI
Jon Dittmar <i>VP, Restoration Ecologist</i>	Restoration design, oversight and monitoring, development of erosion control plans and mitigation measures, evaluation of project alternatives	Walkerton, IN
Jen Lemler <i>Restoration Ecologist</i>	Restoration design, construction oversight and monitoring, native seed and plant installation	Grand Haven, MI
Ryan Postema <i>Restoration Ecologist</i>	Seed and plant installation, bioengineering and construction, habitat restoration, herbicide application, plant and animal identification.	Grand Haven, MI
Ellery Troyer <i>Botanist</i>	Biological surveys, restoration oversight and monitoring, identification and delineation of wetlands, GPS / GIS data collection, planting plans	Grand Haven, MI



Company History:

JFNew was founded in 1989 to help clients navigate regulations and work with regulatory agencies to obtain wetland permits. Since then, we have grown and diversified to include a wide range of natural resource consulting services over a broader regional area. In addition to our corporate office and 100-plus acre native plant nursery in Northern Indiana, we have established regional offices to serve clients across Illinois, Indiana, Ohio, Kentucky, Michigan and Wisconsin. The 106+-member JFNew team includes experienced wetland/wildlife biologists, environmental scientists, environmental engineers, landscape architects, hydrologists, ecologists, native plant specialists and business professionals dedicated to client service and environmental stewardship.



Project Management and Quality Control:

The proposed JFNew project team has effectively worked together on numerous projects, and all team members have a firm understanding of their roles and responsibilities. Our team members complement each other's strengths, ensuring well designed, high quality deliverables. However, in order to maintain a highly effective team and ensure regular coordination with Arcadis BBLES, the following communication plan will be implemented throughout the duration of each project.

To coordinate efforts, we will begin our services with an internal meeting following issuance of the notice to proceed on any given project. At this time we will identify appropriate key staff members, roles and responsibilities of each, division of work, schedule, budget, and a JFNew quality assurance plan. We will hold progress meetings throughout the execution of the work at regularly scheduled intervals and prior to all project milestones.

Brian Majka, Unit Manager for Restoration Services in Michigan, will act as the JFNew team's single point of contact on this contract and will be responsible for communicating all changes that may affect project scope, schedule, design or construction budgets to Arcadis BBLES.



JFNew Equipment Resources:

Each JFNew office is networked and has real time access to the same up-to-date information regardless of office location. In addition, project managers have access to this information while working remotely through web access by any laptop. In order to maintain this system functioning at the highest level and current with technological changes, JFNew has a full-time professional Information Technology (IT) manager on staff. Similarly, JFNew utilizes GIS, GPS, AutoCAD, Arcview and word processing, spreadsheet and database software to maximize efficiency in data collection, processing and report generation.

In addition, JFNew has 4-wheel-drive vehicles, tractor and native seeding equipment, automated hydrological data loggers, satellite-based mapping and navigation system (GPS) technology, digital electronic planimeters, clinometers, in-stream flow meters, total station survey, laser surveying equipment, hand recorders, soil augers, monitoring wells, and stereoscopes.



Core Competencies:

Ecological Consulting

Natural resource and ecological consulting is the core of our business and the foundation from which we provide many of our services. Our staff includes wetland ecologists, botanists, wildlife biologists, foresters, aquatic biologists and other biological science professionals as well as landscape architects.

Identification, Delineation and Permitting of Wetlands

Our scientists provide wetland determinations, delineations, and permitting, mitigation and restoration design services. Our wetland mitigation expertise and extensive experience allow us to successfully complete projects in an economical and timely manner.



Biological surveys for TES, Habitat Characterization, Non-native Invasives etc.

JFNew provides ecological assessments, rare, threatened and endangered species investigations, biological inventories and habitat evaluations. Additionally, we manage natural resource permitting through state and federal regulatory agencies and provide recommendations and designs for the management and restoration of landscapes and ecosystems that include forests, prairies, coastal dunes and wetlands.

GPS/GIS Data Collection and Management

Geographical Information Systems (GIS) mapping is used in coordination with GPS units throughout field data collection and documenting current conditions. Additionally, these technologies are used in coordination with TES data collection allowing for avoidance planning and mitigation design.

Watershed, Lake, & Stream Enhancement



JFNew conducts watershed, lake and stream studies to identify the causes of water quality impairment and habitat loss. Our team of aquatic and watershed biologists, hydrologists and engineers design measures to enhance water quality and restore natural habitats. Our services also include aquatic surveys, stream restoration design, watershed planning, GIS mapping and hydraulic modeling.

Restoration Design, Oversight, Monitoring

Our experienced staff has the capabilities and experience to go beyond providing recommendations. We can work with the construction team to provide oversight, or our crews can implement the restoration design measures. Previous experience has included:

- Slope and Shoreline Stabilization
- Wetland Restoration
- Stream Restoration
- Sediment Control Structures
- Engineering and Construction Oversight



Additionally, JFNew provides post-construction monitoring to satisfy regulatory requirements. We are currently contracted to monitor over 75 sites ranging from less than one acre to several hundred acres.

Watershed Management Plans

Our experienced staff works with lake associations, conservancy districts, watershed groups and municipalities to develop sound watershed management plans. These plans are used to meet future project implementation funding requirements for state and federal grant programs.

Fishery Surveys and Management

- Streams
- Rivers
- Ponds
- Lakes

Water Quality Monitoring and Habitat Assessment

JFNew provides both chemical and biological monitoring to gain a complete understanding of the lake or stream's water quality to assist in developing improvement solutions.

Installation Services

Two of the most important factors in the completion of a successful restoration project are quality installation and site management. JFNew provides native plant installation and natural area management expertise for a wide variety of projects including:

- Wetland, prairie, savanna and woodland restoration
- Lake and stream enhancement and shoreline stabilization
- Natural Treatment Systems
- Native Landscaping
- Innovative stormwater management including detention basins, bioswales and rain gardens

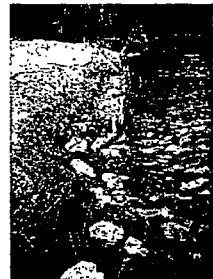
Our full-time staff is composed entirely of natural area management professionals trained in the most current restoration techniques. Continuing education for our team members, utilization of innovative techniques and proven management practices are the cornerstones of our approach. Our goal is to provide the highest-quality service, technical expertise and materials available in the industry today.

Bioengineering

JFNew can provide a complete array of services for erosion control installation for shorelines, stream banks and slope stabilization.

Lake & Stream Enhancement and Shoreline Stabilization

A combination of properly designed erosion control techniques and incorporation of native plants can provide a stable shoreline in most stream and lake shoreline conditions. JFNew has completed miles of shoreline stabilization projects using these bioengineering techniques to address the erosion problems. In addition to the aesthetic appeal provided by a diverse mix of flowering species, a naturally stabilized shoreline can provide habitat for a variety of species. JFNew can provide design services for restoring lake and stream shorelines as well as implementing the solution through experienced installation crews and our Native Plant Nursery.



Invasive / Exotic Species Control

In order to create and restore healthy native plant communities, the control of exotic and invasive plant species is critical. JFNew's trained specialists are skilled at noxious plant control, treatment and removal. Our staff includes licensed herbicide applicators and a complete array of equipment to perform large-scale control projects. We can also create and implement management plans.

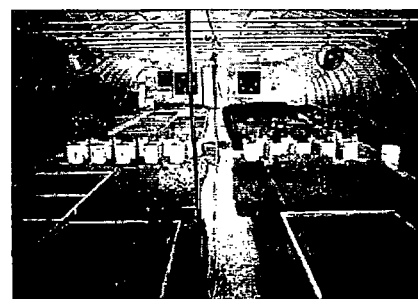


Prescribed Burning

JFNew staff includes specialists trained and certified to perform prescribed burning. Our certified Burn Managers are involved in all facets of the prescribed burning project. This includes preparation of the burn plan, obtaining necessary permits, public notification, site preparation, pre-burn monitoring, ignition and control, and mop-up.

Native Plant Nursery

Our 100-acre nursery facility in northern Indiana is devoted to the propagation and production of native wetland, prairie and woodland plants and seed. We offer 363 different native species – one of the most diverse offerings of any Midwestern native plant nursery. The list includes 311 species as plant plugs, 253 as seed and 28 new native species.



Our production capabilities for wetland plants include 9 marsh cells spread out over 15 acres and 5 acres of agricultural-style wetland seed production beds. In addition, our nursery has five heated greenhouses, seed processing and cleaning facilities, and a large walk-in cooler for storing native wetland, prairie and woodland plant seed collected from the Great Lakes region.

Environmental Engineering

JFNew is a nationally recognized leader in the natural treatment of stormwater and wastewater, utilizing natural treatment systems and their inherent biological processes. We also provide engineering services specifically related to wetlands, lakes, and streams.

Stormwater Treatment

The same principles of natural treatment applied to wastewater are utilized by our engineers and scientists to design and implement creative natural solutions to manage stormwater runoff. Through the use of native plants, soils, wetlands, and other natural features, stormwater runoff can be effectively treated in many applications. These techniques, often referred to as *Best Management Practices*, can be used for combined sewer overflows, impervious surface runoff, and other stormwater sources to improve water quality and reduce runoff quantities.

Natural Wastewater Treatment

JFNew provides engineering and biological expertise for natural treatment of wastewater. We focus on utilizing constructed wetlands and other natural systems for treating wastewater, and have designed constructed wetlands throughout the United States to treat a variety of waste streams including domestic and industrial wastewater, agricultural runoff, stormwater runoff, contaminated groundwater and landfill leachate.





Hydraulic and Hydrologic Modeling

Our engineering staff includes professionals trained in hydraulic and hydrologic modeling with HEC software and other appropriate models for watershed analysis, channel sizing, bank stabilization and floodway analysis.

The following list identifies the areas of competency and experience of JFNew:

Service
Identification and delineation of wetlands
Threatened and endangered species surveys and habitat characterization
Development and assessment of access plans
Identification and evaluation of temporary waterway crossings
Development of erosion control plans and mitigation measures
Restoration design, oversight, and monitoring
GPS/GIS data collection and management
Evaluation of project alternatives
Participation in project team meetings
Participation in public information meetings and other outreach
Meetings with regulatory agencies
Preparation of reports and materials to support environmental permitting activities
Expert witness testimony in regulatory hearings
Compliance assurances services including environment inspection of construction activities to ensure compliance with permit conditions and other defined protocols
Experience in project management and oversight
Knowledge of applicable Federal, State, and local environmental regulations
Nuisance (invasive/exotic) species control
Vegetation management
Mitigation design and implementation
Stream bank restoration
Upland and wetland restoration
Native plant nursery
Grant writing and management
Lake and stream diagnostic studies
Natural stormwater and wastewater treatment systems
Tree surveys and timber stand improvement
Watershed management plans and feasibility studies
Prescribed burning
Recurring site monitoring and maintenance programs

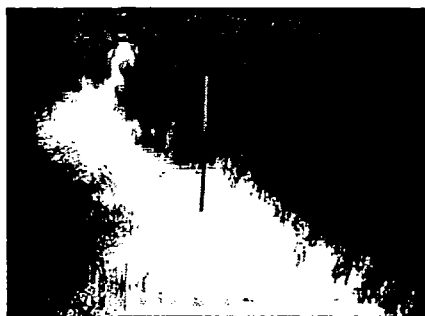


JFNew Experience

Upper Macatawa Wetland Enhancements and Stream Relocation

Ottawa County, Michigan

JFNew was contracted by Ottawa County to develop a conceptual plan for revitalization and restoration of approximately 500 acres along the Macatawa River. The conceptual plan, as developed and delivered in November of 2001, included creation of 6 different wetland types and wildlife travel corridors with habitat enhancement, floodplain management including flood peak attenuation, nutrient management and removal, and plans for enhancement of the river corridor itself. The plan included prairie creation, management and expansion of woodlots, identification and enhancement of sensitive areas, and planning for trails and passive recreational opportunities.



JFNew assisted with final design and preparation of construction drawings for wetland areas to be restored on a 188-acre county park along the Macatawa River. Working within the project team, JFNew made certain that the design met the requirements of NRCS Conservation Reserve Enhancement Program, and coordinated with NRCS staff. JFNew also prepared estimates of costs to ensure that project design met budget requirements. Following design, JFNew prepared MDEQ, SESC, and NPDES permit applications and planting plans for the park. During the bidding process JFNew conducted a pre-bid meeting with potential contractors and provided construction inspections during construction. JFNew also installed ~50 acres of native seed throughout the wetland complex.

Phase II of this project extended the goals of Phase I, which included excavation and re-contouring of site and increased flood storage capacity, created \pm 45 acres of aquatic habitat and improved wildlife habitat and wetland species diversity. Phase II included re-routing and meandering 1,511 feet of stream corridor that was previously straight. By creating a serpentine channel with a series of depressions, phosphorous-laden sediment may be captured and assimilated by wetland vegetation. Five basins were created east and west of the channel reroute. These basins receive surface water directly from the Macatawa River during high water level events through diversion channels.

Contact: John Scholtz, Ottawa County Parks & Recreation Committee
Telephone: 616-738-4810

Grand River Stabilization

Ada, Michigan

JFNew was contracted for design, permitting, and construction of 1000' feet of bioengineered bank stabilization on the Grand River. Techniques involved construction of toe and limestone rip-rap, fiber encapsulated soil lifts, and incorporated stone and native plants to effectively stabilize 10'-14' high eroded banks.

Contact: Charles Davison, Altacor
Telephone: 616-787-6504



Coffee Creek Channel and Floodplain Restoration

Chesterton, Indiana

The Coffee Creek Channel and Floodplain Restoration project located in northwest Indiana was completed by JFNew. Prior to restoration, the Coffee Creek stream corridor had been significantly impacted by years of agricultural land uses. These impacts included clearing and cultivation for row crops, livestock grazing, and the construction of an earthen dam to form a 10-acre mill pond. Farming and livestock grazing led to sedimentation in the stream, introduction of invasive, non-native vegetation; and trampling and erosion of the stream banks. Furthermore, the mill pond accumulated large volumes of sediment in the former floodplain of Coffee Creek. The earthen dam later failed, allowing the stream to erode a new channel through the sediment deposits upstream of the dam. This resulted in an incised channel with a high proportion of fine sediment in the stream bed,

vertically eroding stream banks; and an elevated, non-functioning floodplain. The newly exposed riparian and floodplain areas within the mill pond footprint were overtaken by low-quality plant species commonly found in areas of environmental disturbance.

Restoration of the Coffee Creek channel and floodplain included stabilizing over 3,000 feet of eroding stream banks using 5 different bioengineered bank treatments. Pools, spawning gravel and woody debris were incorporated into the stream channel to restore spawning and rearing habitat for migratory salmon from Lake Michigan. Over 4 acres of the floodplain were excavated along the stream to restore hydraulic connectivity and floodplain function. The new floodplain was designed to include a series of oxbow wetlands that have been planted with native wet prairie and emergent wetland vegetation to create habitat for waterfowl and songbirds. Floodplain restoration has resulted in improved flood attenuation and removal of fine sediments during overbank flow events. This has promoted the development of clean gravel substrates in the channel and led to dramatic improvements in spawning success and macroinvertebrate community composition.

JFNew is also in charge of the long-term maintenance and management of all natural areas and has a dedicated Restoration Management specialist based on-site. The Coffee Creek Watershed Conservancy was awarded the 2003 Conservation and Native Landscape award from the U.S. Environmental Protection Agency and Chicago Wilderness for its outstanding efforts using native plants in the landscape at the Coffee Creek Watershed Preserve.



Figure 1. Coffee Creek before restoration. Note the eroding banks, elevated floodplain, and lack of native riparian vegetation.



Figure 2. Coffee Creek two years after restoration. Banks were stabilized using bioengineering designs and extensively revegetated with native riparian plants. The floodplain elevation was reduced 1 to 2 feet and the stream bed was stabilized with rounded gravel appropriate for this system.

Contact: Don Ewoldt, Lake Erie Land Company
Telephone: 219-395-5300

Smith School Streambank Stabilization Project

JFNew worked closely with Wayne County Department of Environment to develop a cost-effective bank stabilization design for a tight, highly eroded bend on Tonquish Creek on the grounds at the Smith Elementary School. The design also accommodated the sweat equity of over 50 student and parent volunteers. Working in association with Kooyers Services, LLC, clearing and grubbing, site excavation and riprap installation were completed in a day. The following day, the Annual Rouge Rescue/River Day and 20th anniversary of Friends of the Rouge, over 60 volunteers of all ages showed up to create fabric encapsulated soil lifts by shoveling dirt into each lift, shaping and tamping by hand and foot, seeding, shrub planting and then hand-working, seeding and blanketing the banks beyond the lift area with erosion control fabric. The project has met all the WCDOE objectives and was completed on time, on budget and without injury during or erosion following construction.

Contact: Matthew Best, Wayne County Department of Environment
Telephone: 888-223-2363

Plymouth, Michigan



hrs worked 269,273

OSHA's Form 300

Log of Work-Related Injuries and Illnesses

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 2006



U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

You must record information about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR 1904.8 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

Establishment name JFNew - Combined Information from 8 Offices

City _____ State IN, IL, MI, OH, WI

Identify the person		Describe the case		Classify the case				Enter the number of days the injured or ill worker was:		Check the "injury" column or choose one type of illness:						
(A) Case No.	(B) Employee's Name	(C) Job Title (e.g., Welder)	(D) Date of injury or onset of illness (mo./day)	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Second degree burns on right forearm from acetylene torch)	Using these categories, check ONLY the most serious result for each case:										
						Death	Days away from work	Remained at work		On job transfer or restriction (days)	Away from work (days)					
						(G)	(H)	Job transfer or restriction	Other recordable cases	(K)	(L)	Injury (1)	Skin Disorder (2)	Respiratory Condition (3)	Poisoning (4)	All other illnesses (5)
									X	0	0	X				
							X			2	8	X				
								X		0	0	X				
Page totals						0	1	0	2	2	8	3	0	0	0	0

Be sure to transfer these totals to the Summary page (Form 300A) before you post it.

Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

229,426

OSHA's Form 300

Log of Work-Related Injuries and Illnesses

You must record information about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR 1904.8 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 2005



U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

Establishment name JFNW & Associates, Inc.
City All locations State IN, IL, MI, WI, OH

Identify the person:

Describe the case

Classify the case

[illegible]

Be sure to transfer these totals to the Summary page (Form 300A) before you post it.

Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

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(1) (2) (3) (4) (5)

Hrs. worked 188,448

OSHA's Form 300

Log of Work-Related Injuries and Illnesses

You must record information about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR 1904.6 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 2004



U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

Establishment name JF New & Associates, Inc.
 All locations
 City _____ State IN, IL, MI, WI, OH

Identify the person

Describe the case

Classify the case

[illegible]

Be sure to transfer these totals to the Summary page (Form 300A) before you post it.

Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave, NW, Washington, DC 20210. Do not send the completed forms to this office.

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(1)	(2)	(3)	(4)	(5)
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National
Council on
Compensation
Insurance, Inc.

WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: JF NEW & ASSOCIATES INC

Risk ID: 911248603

State: INTERSTATE

Rating Effective Date: 3/2/2007

Production Date: 1/15/2007

RATING REFLECTS A DECREASE OF 70% MEDICAL ONLY PRIMARY AND EXCESS LOSS DOLLARS WHERE ERA IS APPLIED.

THE ARAP FACTOR SHOWN IS FOR THOSE STATES CONTAINED ON THIS RATING THAT HAVE APPROVED THE ARAP PROGRAM AND IS CALCULATED BASED ON THE STATE WITH THE HIGHEST APPROVED MAXIMUM ARAP SURCHARGE. THE MAXIMUM ARAP SURCHARGE MAY VARY BY STATE. PLEASE REFER TO EACH STATES APPROVED RULES FOR THE APPLICABLE MAXIMUM ARAP SURCHARGE.

*** CONTINGENT RATING INCOMPLETE DATA ***

*** SEE ATTACHED BEFORE APPLYING MODIFICATION ***

(A) W	(B) Losses	(C) Exp Excess Losses	(D) Expected Losses	(E) Exp Prim Losses	(F) Act Exc Losses	(G) Ballast	(H) Act Inc Losses	(I) Act Prim Losses
013		43851	57233	13382	26416	19772	32710	6294

	Primary Losses	Stabilizing Value	Ratable Excess	Totals
Actual	6294	57922	3434	67650
Expected	13382	57922	5701	77005
(ARAPS) if applicable	ARAP: 1.00	FLARAP:	SARAP:	Exp Mod: .88

© Copyright 1993-2007, All rights reserved. This experience Modification factor is comprised of compilations and information which are the proprietary and exclusive property of the National Council on Compensation Insurance, Inc. (NCCI). No further use, dissemination, sale, transfer, assignment or disposition of this experience rating Modification factor or any part thereof may be used without the written consent of NCCI. NCCI makes no representation of warranty, expressed or implied, as to any matter whatsoever including but not limited to the accuracy of any information, product or service furnished hereunder and, as to NCCI, recipient of this experience rating Modification factor subscribes to and utilizes the information service "as is".

* Total by Policy Year of all cases \$2000 or less.

Limited Loss

C Catastrophic Loss

D Disease Loss

E Employers Liability Loss

U USL&H

NCCI

JF NEW & ASSOCIATES INC

WORKERS COMPENSATION EXPERIENCE RATING

EFFECTIVE DATE

03/02/06

NAME
OF
RISK

RISK IDENT. NO 911248603

STATE

INTERSTATE

1	2	3	4 EXP EXC LOSSES	5 EXPECTED LOSSES	6 EXP PRIM LOSSES	7 ACT EXC LOSSES	8 BALLAST	9 ACT INC LOSSES	10 ACT PRIM LOSSES
TATE	W	SRP							
IL	010	2370	9964	11936	1972	0	28500	1067	1067
IN	014	910	28674	39804	11130	26672	14600	42934	16262
WI	013	1035	108	143	35	0	14525	0	0

RATING REFLECTS A DECREASE OF 70% MEDICAL ONLY PRIMARY AND EXCESS LOSS
DOLLARS WHERE ERA IS APPLIED

***** REVISED RATING *****

THE ARAP FACTOR SHOWN IS FOR THOSE STATES CONTAINED ON THIS
RATING THAT HAVE APPROVED THE ARAP PROGRAM AND IS CALCULATED
BASED ON THE STATE WITH THE HIGHEST APPROVED MAXIMUM ARAP
SURCHARGE THE MAXIMUM ARAP SURCHARGE MAY VARY BY STATE
PLEASE REFER TO EACH STATES APPROVED RULES FOR THE
APPLICABLE MAXIMUM SURCHARGE

RATING REVISED TO REFLECT GUARANTEED RATING VALUE



(ARAP) IF APPL : 1 00

(A)	(B)	(C) EXPECTED EXCESS (D-E)	(D)	(E)	(F) ACTUAL EXCESS (H-I)	(G)	(H)	(I)
013		38746	51883	13137	26672	17798	38871	12199

* Total by Policy Year of all cases \$2,000 or less.
Limited loss.
o Catastrophic loss.
o Disease Loss.
* Employee Liability Loss.

AGE NUMBER 000

DATE 01/17/06

	(1) PRIMARY LOSSES	(12) STABILIZING VALUE	(13) PAYABLE EXCESS	(14) TOTALS	(15) EXP. MOD. (U) / (V)
ACTUAL	(1) 12199	(C) X (1) - (W) + (X) 51507	(U) X (F) 3467	(1) 67173	
EXPECTED	(1F) 13137	51507	(U) X (C) 5037	(1U) 69681	0 96

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WORKERS COMPENSATION EXPERIENCE RATING

JF NEW & ASSOCIATES INC

EFFECTIVE DATE 03/05/05

NAME
OF
RISK

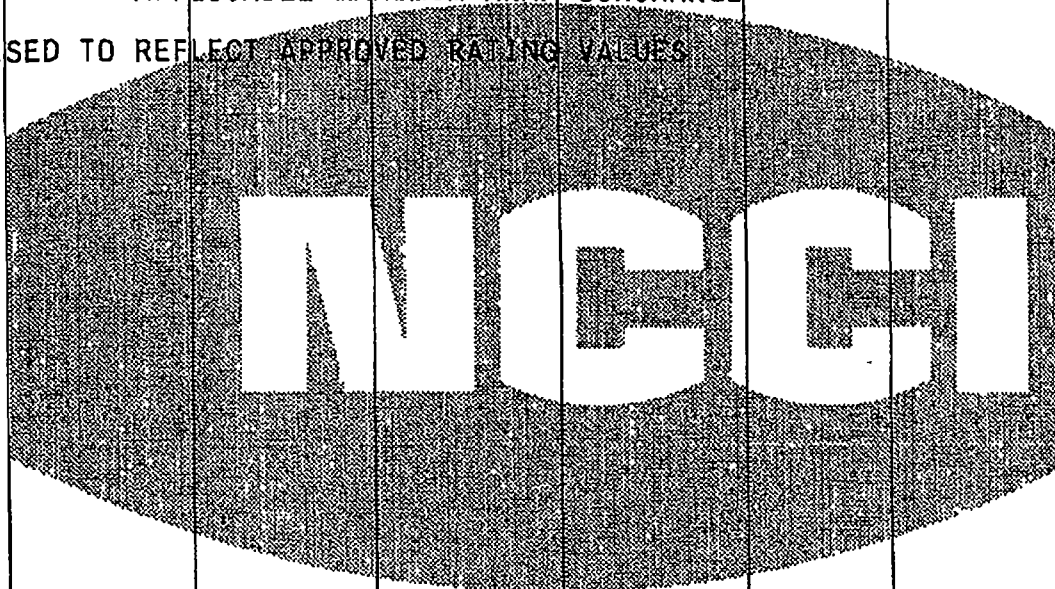
RISK IDENT. NO 911248603

STATE INTERSTATE

INTERSTATE										
1 S	2 E	3 W	4 SRP	5 EXP EXC LOSSES	6 EXPECTED LOSSES	7 EXP PRIM LOSSES	8 ACT EXC LOSSES	9 BALLAST	10 ACT INC LOSSES	11 ACT PRIM LOSSES
1L	010	2090	4496	5473	977	0	20875	0	0	0
IN	014	805	26377	37646	11269	29156	11200	46100	16944	

RATING REFLECTS A DECREASE OF 70% MEDICAL ONLY PRIMARY AND EXCESS LOSS
DOLLARS WHERE ERA IS APPLIED*****
**** REVISED RATING ****
*****THE ARAP FACTOR SHOWN IS FOR THOSE STATES CONTAINED ON THIS
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APPLICABLE MAXIMUM ARAP SURCHARGE

RATING REVISED TO REFLECT APPROVED RATING VALUES



(ARAP) IF APPL : 1 00

(A)	(B)	(C) EXPECTED EXCESS (D-E)	(D)	(E)	(F) ACTUAL EXCESS (H-I)	(G)	(H)	(I)
013		30873	43119	12246	29156	12428	41240	12084

* Total by Policy Year of all cases \$2,000 or less.

* Limited loss.

* Catastrophic loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

* Loss.

PAGE NUMBER 000

DATE 01/13/05

	(1) PRIMARY LOSSES	(2) STABILIZING VALUE	(3) RATABL EXCESS	(14) TOTALS	(15) EXP.MOD. (J / K)
ACTUAL	(I) 12084	(C) X (1-W) + (G) 39288	(A) X (F) 3790	(J) 55162	
EXPECTED	(E) 12246	(C) X (1-W) + (G) 39288	(A) X (C) 4013	(K) 55547	0 99

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Provide the following data (excluding subcontractor) using your OSHA 300 forms and previous 200 Forms from the past three (3) years:

(OSHA 300 Log to be made available upon request)

DESCRIPTION	FULL CALENDAR YEAR DATA		
	Year <u>2004</u>	Year <u>2005</u>	Year <u>2006</u>
A. Total hours worked by all employees (excluding subcontractors)	188,448	229,426	269,273
B. Recordable Injury incident Rate (TRIR) $\frac{(A+B) * 200,000}{E}$	7.42	6.1	2.23
C. Lost Workday Injury Incident Rate (LTIR) $\frac{A * 200,000}{E}$	3.18	1.74	0.74

List your company's Worker's Compensation (WC) Experience Modification Rate (EMR) for the three (3) most recent years:

Year	Interstate	Intrastate
a. 2006	.88	_____
b. 2005	.96	_____
c. 2004	.99	_____

THE KING CO., INC.

13520 Barry Street
HOLLAND, MICHIGAN 49424
Phone: (616) 399-1784
FAX: (616) 399-0773



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- DREDGING

MARINE CONTRACTORS

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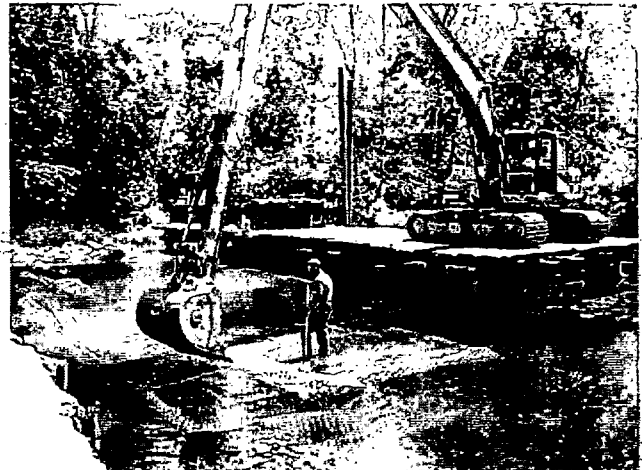
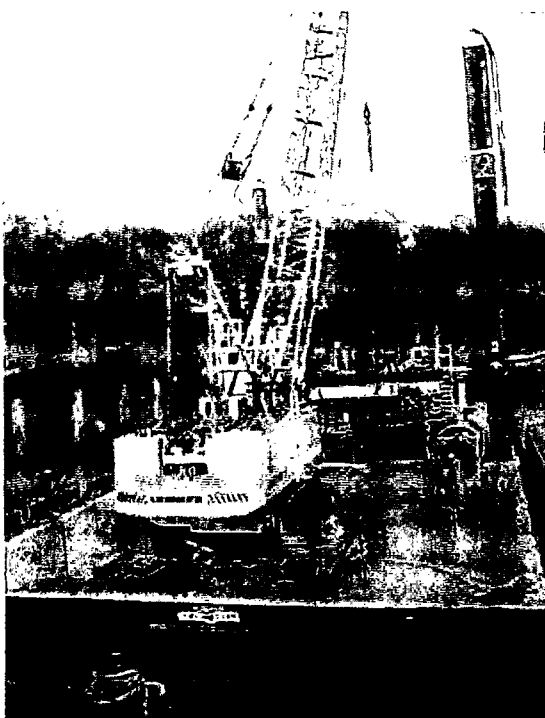
Capabilities

Marine

- Cutter Head Hydraulic Dredging
- Mechanical Dredging
- Environmental Dredging

Land

- Cofferdams/Dewatering
- Dike/Levee work
- Pile Driving and Sheet piling
- Revetment Installation



**Committed to Quality
and Excellence**

ILITIES

EARTH RETENTION

- Vibration free walls including soldier pile walls
- Tying, tangential and secant auger cast walls
- Steel sheet piling
- Soil nail walls
- Grouted tie-back systems earth anchors
- Difficult access and low-overhead
- Industrial press-pits

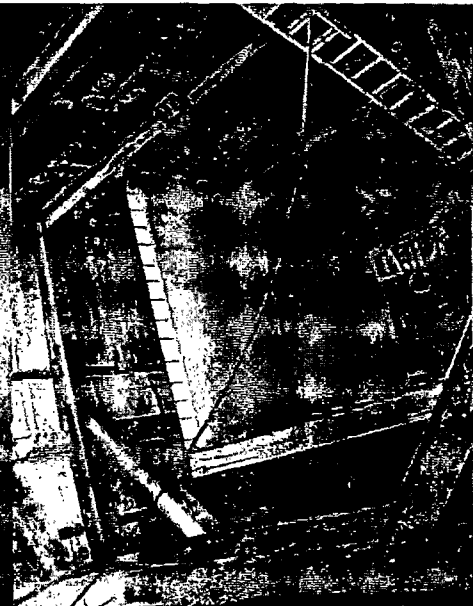
FOUNDATION SUPPORT

- Vibro piling
- Auger cast in-place piling up to 24" diameter
- Test cells up to 6' diameter
- Helical anchors and underpinning support
- Utility underpinning and support

MARINE CONSTRUCTION

- Marine construction and rehabilitation
- Beam construction, removal and rehabilitation
- Hydraulic and mechanical dredging
- Cofferdams
- Hydrographic surveying

TECHNICAL ENGINEERING



TRUST EARTH RETENTION, GRANITE



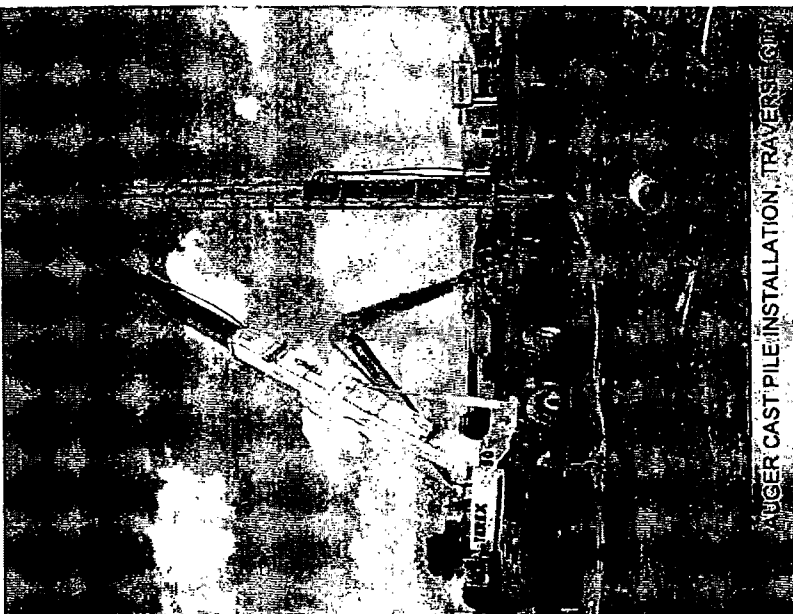
STEEL SHEET PILING EARTH RETENTION UNDER US HIGHWAY 1 OF GRAND RAPIDS



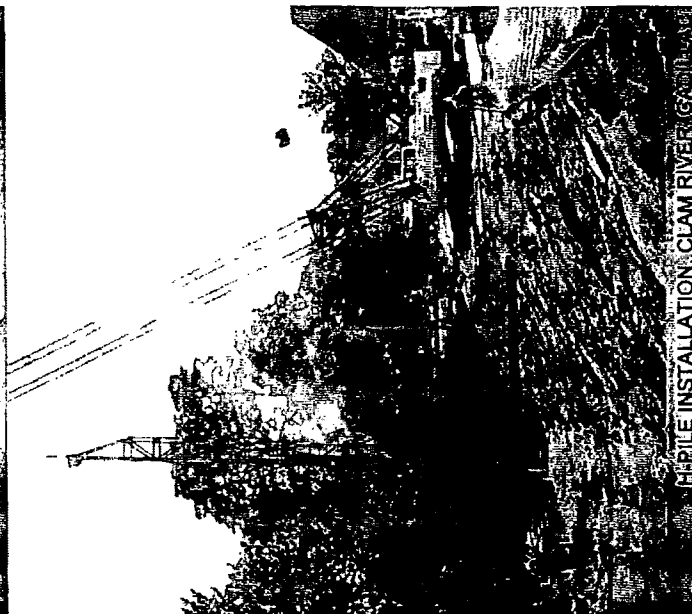
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PIER CAST PILE INSTALLATION, CLAM RIVER, GA

PROFILE

THE KING CO., INC. specializes in a wide array of services, including earth retention systems, foundation piling and deep foundations, dam rehabilitation, marine construction and dredging. Incorporated in 1983, we have been serving clients throughout the Great Lakes region. We continually provide the highest level of service, combining our design/build expertise and extensive equipment resources and personnel experience, to deliver cost-effective and practical construction solutions.

Our design/build experience and in-house engineering provides turn-key service for foundation design and earth retention systems. We can take your project, no matter the size, from preliminary concept through engineering and design, and into construction.

Our wide array of experience in troubleshooting difficult geotechnical and marine conditions can be an asset to your project. We invite you to contact us to discuss your project.

THE KING CO., INC.

For more information contact:
DAVID HERWEYER, P.E.

13520 Barry Street

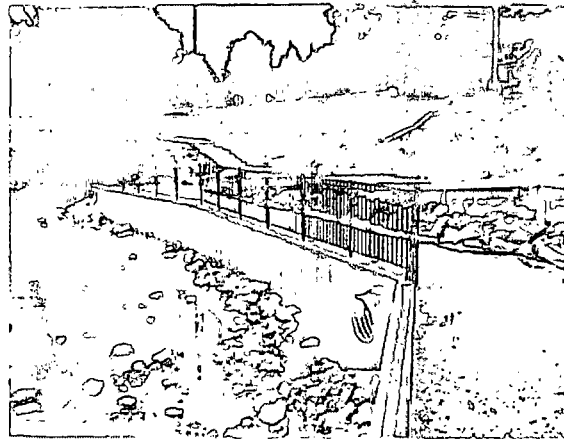
Holland MI 49424

Phone: 616-399-1784

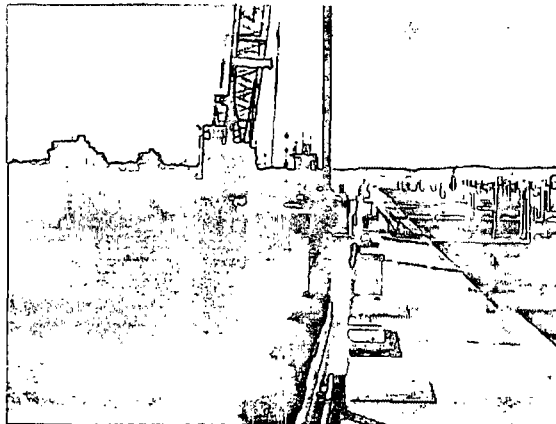
Fax: 616-399-0773

Cell: 616-836-6551

E-mail: dherweyer@egi.net



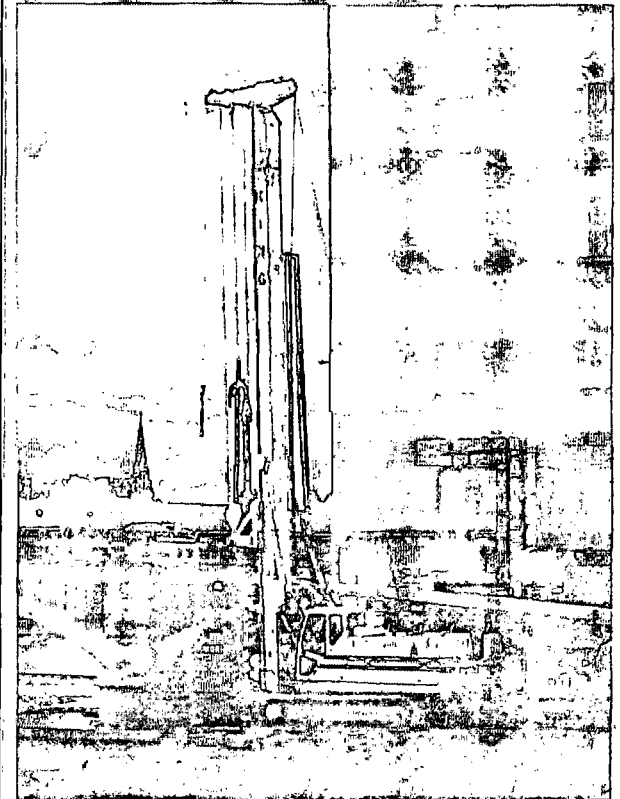
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UNDERPINNING, GRAND RAPIDS